

## Imago Dei Christian Community– Church Growth A Different Approach

**Mission:** To Proclaim, Demonstrate, and Celebrate God and His kingdom in order to bring glory to His name, manifest His kingdom purposes and values in concrete measures, reconcile people to God, and to transform His people into the image of Jesus Christ.

### Core Values:

- **Spirituality** – Intimacy with and passion for our God
  - **Becoming like Christ in purpose, character and actions, contemplative**
  - Experiencing & ministering in fullness of Christ, including spiritual gifts
  - Priority of worship as God’s Kingdom people
- **Community** – **Small groups** that are safe, authentic, interdependent, incarnational
  - Embodying Christ to our world in concrete and partial measures
  - Prophetic communally - proclaiming, demonstrating and offering a radically different and “alternative” life
  - Equality, freedom and responsibility of all persons
  - **“Priesthood of all believers”** all have a voice and shared responsibility in building community, reaching the lost and redeeming the culture
  - **Leadership is function**, not status, leader/member interdependence
- **Mission** – through each members sphere of influence and relationships
  - Centrality of worship in kingdom mission
  - **Full mission** – **Shalom, reconciliation, justice, righteousness, restoration**
  - Toward the glory of God’s name, the transformation **and restoration of souls, the healing of persons**, redemption of society and creation.
  - **Multiplication of smaller churches, deep relationships, spiritual maturity**

### Traditional Approach To Church Growth: “What do we do?”

- Church Plant?
- Church Build?
- Add Pastors?
- Add Services on Sunday?
- All of the above?

### Criteria: We plan and commit time and resources based on...

- Time frame (“By July of 2008”)
- Number of people in congregation (“When we hit 100, we plant...”)
- Training someone to pastor (“We’re training him to be ready by...”)
- Funds (“We’ll add these costs as a line item in our budget”)

- Leadership support (“If we agree on this, some of our leaders will need to commit to...”)
- Looking for a location (“We’ve got to start looking in this area...”)
- Volunteers (“We’ll need people for children’s, set-up, worship...”)

### Focused attention to:

- **Sunday service(s)** – both staff and congregation and measures
- **Finances** - Ensuring that finances can accommodate a new church plant/pastor/service
- **Volunteer Recruitment** - Recruiting more volunteers to support the effort
- **Setting Our “Own Timing”** – Based on schedule, finances, finding a location, training a pastor, # of people in the congregation
- **Pastor Dependence** – For preaching, training, teaching, counseling, and support

### A Different Approach - Reactive vs. Proactive

**Planning for church growth within the context of becoming a community that lives out our mission and core values asks, “How do we grow?”**

- **How should our time, resources and energy be spent?** More focused on our Sunday service? Toward the soul care groups that meet weekly? Both? Other?
- **How should our finances be strategically placed?** Community needs, growth of our soul care groups, toward training leadership or focused on our Sunday service?
- **How do we become more responsible communally for our Sunday service?** Do the soul care groups take on more responsibility for the church service? (i.e. Rotating monthly in the different service areas). Do certain Sundays per year get designated towards outreach to the community?
- **How does the Pastor’s role look in this context?** A prophetic voice? One who ensures that the vision and mission are being accomplished communally? (*Inside & outside of IDCC*). How can we become less dependent on the Pastor and more interdependent with one another?

### The “How” Questions Lead To...

- **Sunday Service:** Experienced differently, equipping for soul care in a larger sense of the word – to the outlying communities: family, work, neighbors, friends, marginalized, nonbelievers etc. As the larger community of Imago Dei gathering together for the purpose of teaching, training, breaking bread, fellowship, prayer and praising God.
- **Children’s Church and Youth Group:** Training our younger generations through our soul care groups who alternate monthly to do this. Curriculum

guidelines that meet our mission and core values making it relevant to life for our children and youth on a daily basis.

- **Community and Mission:** Listening to the needs of the communities and begin to meet them in a tangible way. This can happen on a Sunday after church (like feeding the homeless) or in smaller ways, in our soul care groups planning to do something together in the community during the week
- **Growth:** Happens organically (springs forth) and in God's timing. A new church plant occurs when the new Pastor is fully trained & equipped with a group of mini-communities (soul care groups) that become the new congregation. Soul Care Groups are now equipped and trained to do ministry in each area on Sunday (set-up, children's, hospitality, worship, take-down).

#### Once that is determined;

We plan and commit time and resources based on the goal of equipping the entire community (the people/the congregation) for church growth versus being based on a set of criteria we've created.

#### Soul Care

- Building up the soul care groups into the **"mini communities"** that take on more responsibility of living out our core values in our communities:
  - **Teaching and training them to:**
    - Minister to one another's needs of the soul
    - Disciplining one another
    - Drawing us closer to God
    - Care, transformation and restoration of souls – our own and in the community
  - **Training leaders to be able to give spiritual direction and counsel**
  - **Interdependence, not dependence on one person**
  - **Pastoral role:**
    - **Prophetic voice** – Being this voice to the community and also doing what it takes to keep that voice.
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    - **Mentor & teach Associate Pastors & Leaders** (*Those training for ministry.*)
    - **Training leaders to care for the souls** – Spiritual direction, retreats, etc.
    - **Preaching on Sunday** to further the mission and core values tangibly in our daily lives (i.e. not just on Sunday)
    - **Community relations and outreach** – In touch with the needs of the community and larger community of God (*Thailand, Homeless Ministry etc.*)
    - **Intentional training of Associate Pastor(s) and Leaders** (*those training for ministry*):

- Formal training – can be online etc.
- Leading and/or overseeing a Soul Care Group
- Staying under the guidance of the main Pastor
- Steve becomes more of a mentor for Associate Pastor(s) and other key leaders

#### Find an Administrator/Implementer:

Role: Administration and Implementation

- **Administrator – Day-to-day needs of the Church and church community**
  - Operations and coordination
  - Church Services, Facilities, Events, Volunteers, Community Needs, Programs (*infants, children, youth*)
  - Management of Programs
  - Youth, Children, Ministries, Missions
  - Coordination with Soul Care Groups
  - Sunday church volunteering, community outreach, weekly meetings
  - Ongoing administration:
  - Scheduling, correspondence, updating, communications
- **Implementer: Assists Pastor in accomplishing the vision in tangible ways:**
  - Spirituality – retreats, events, programs, guest speakers, training, solitude time, meetings, conferences, teachings
  - Community – (*internal, external*) worship services, volunteering, needs, opening opportunities of outreach, events, outreach, retreats, communications, meetings
  - Missions – (*in Hawaii, international*) – trips, events, services, needs, support, conferences, guest speakers etc.

#### QUESTIONS, COMMENTS & FEEDBACK:

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